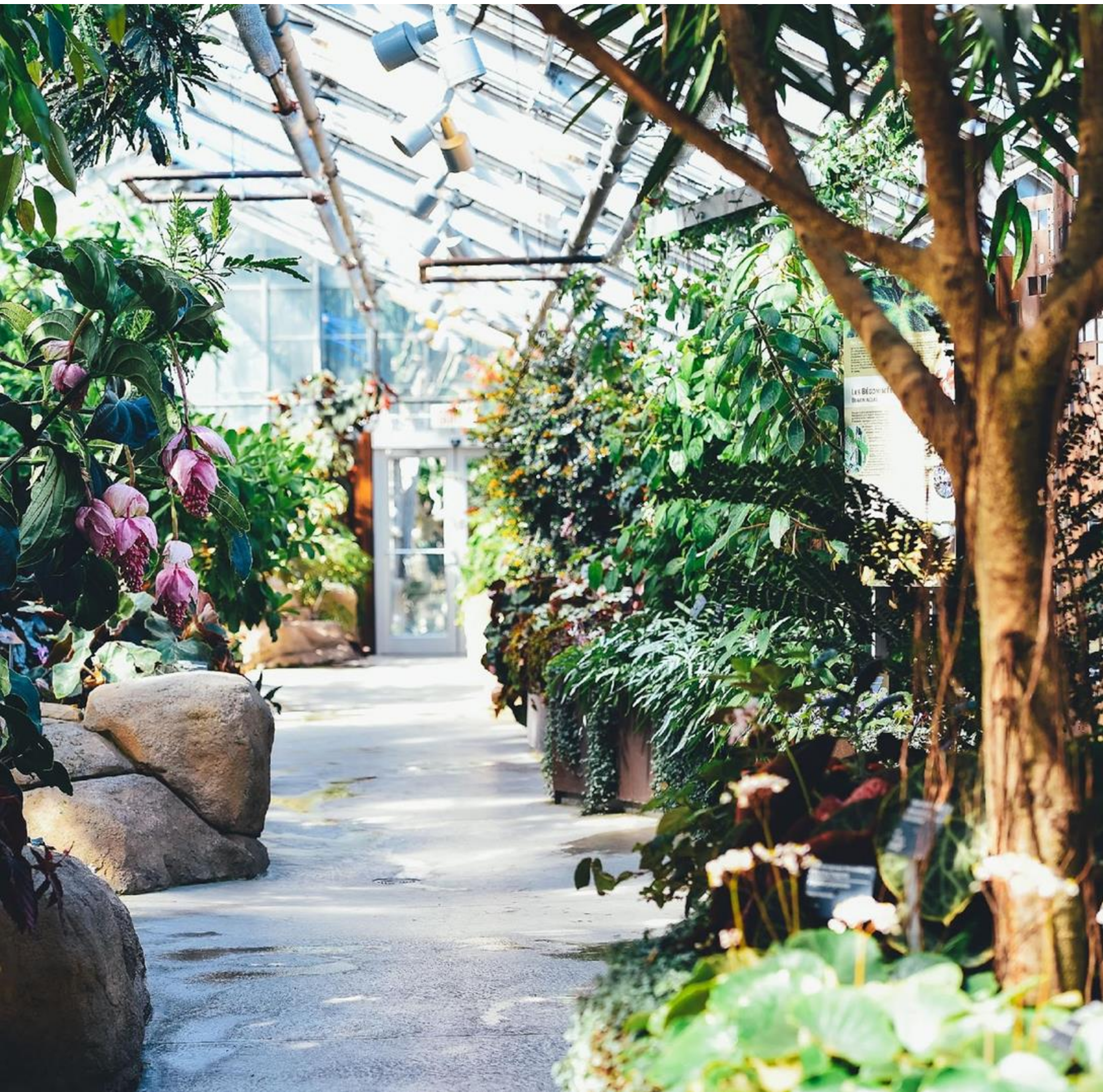


FROM DOER TO DEVELOPER: EMPOWERING THROUGH LEADERSHIP





The Crucial Shift From Doer to Developer

Jessica Rimmer, PhD, and Sophie Preston



SOLOMON
— STRATEGIC ADVISORS —

2025

“Leaders must move from doing to developing — from achieving success themselves to inspiring and empowering others to achieve.”

John D. Kemp

American disability rights leader who cofounded the American Association of People with Disabilities



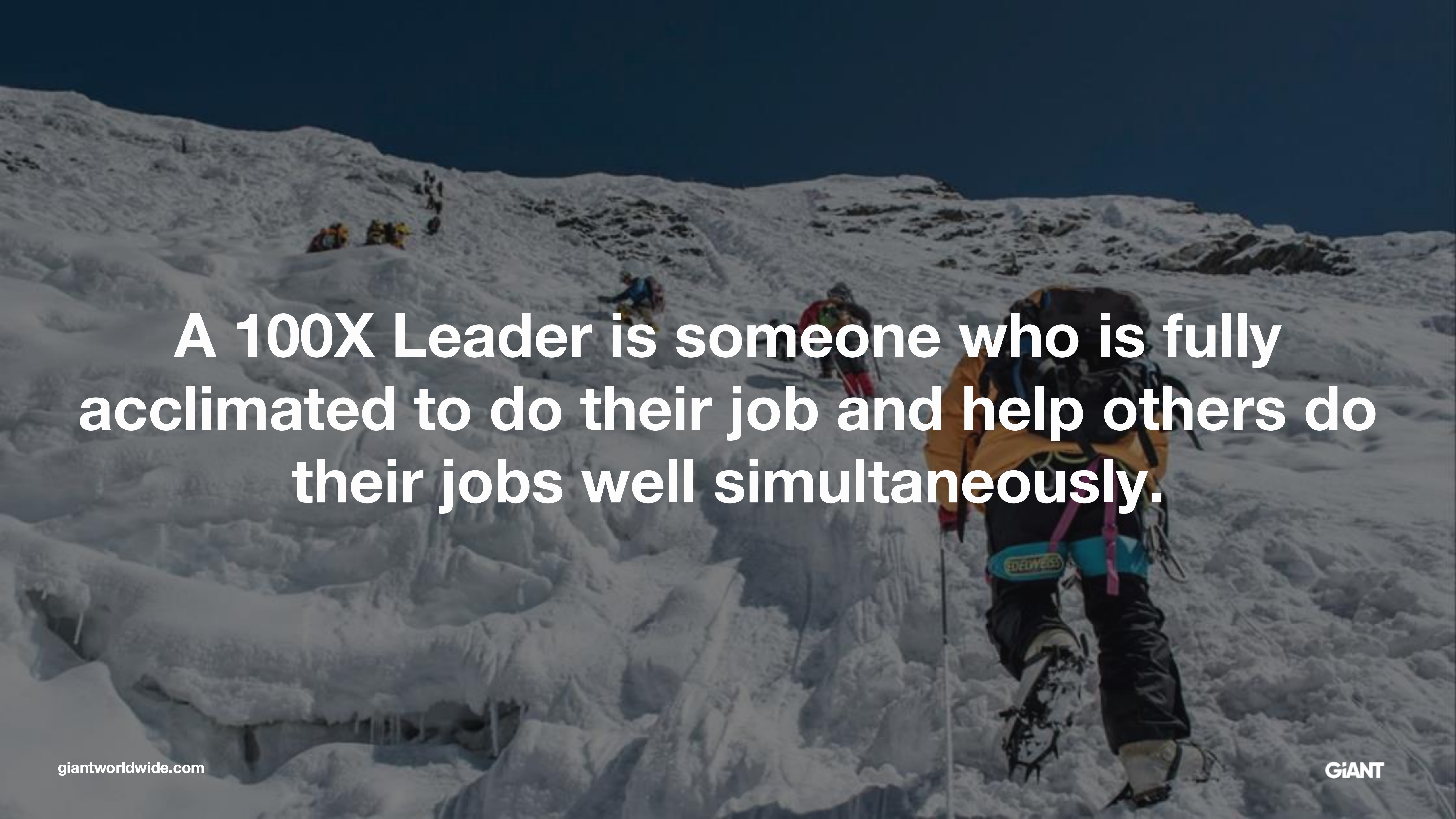






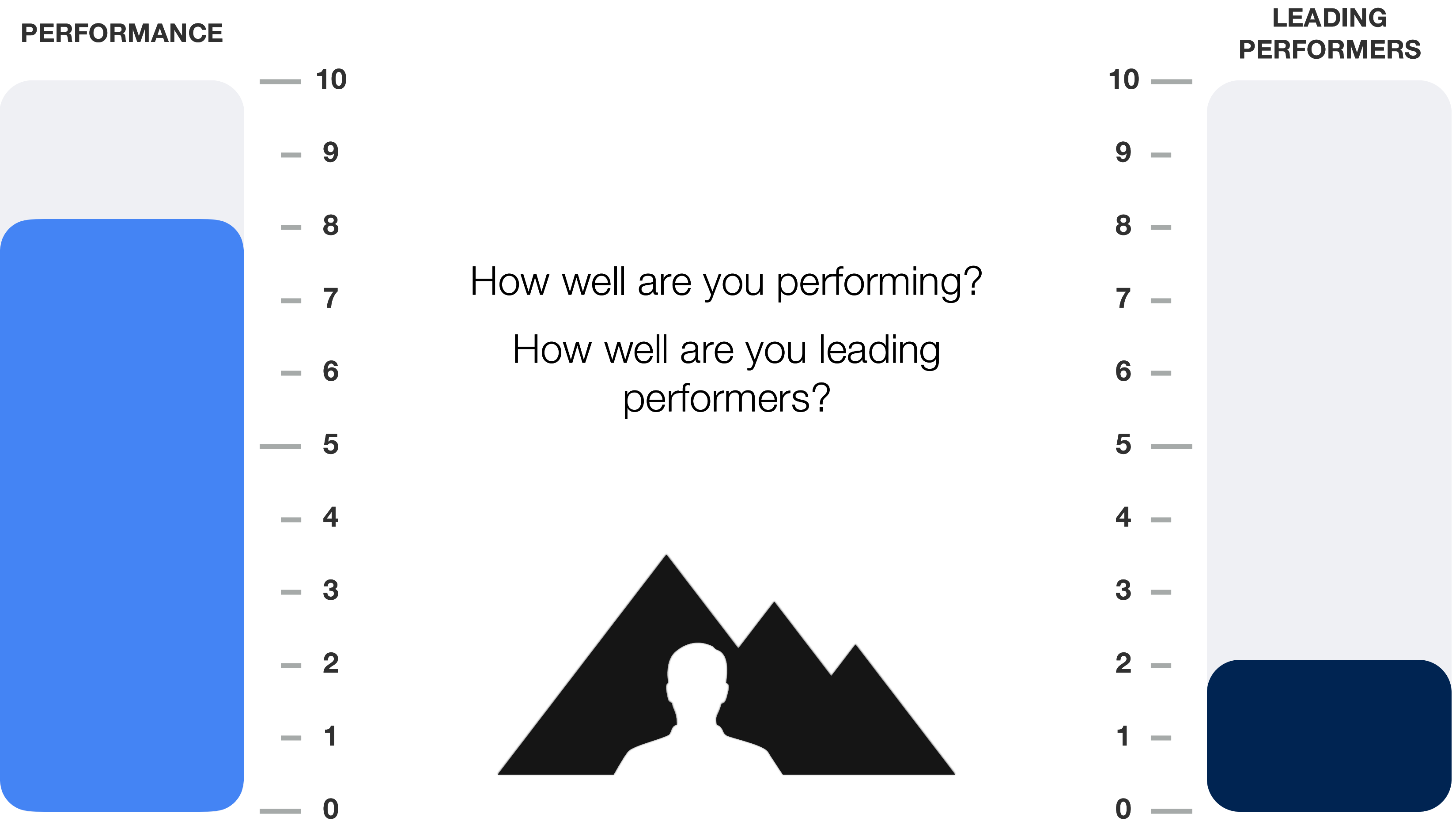
Sherpas

- Locals
- Born at high altitudes
- Acclimatized
- Your Success = Their Success
- High Trust

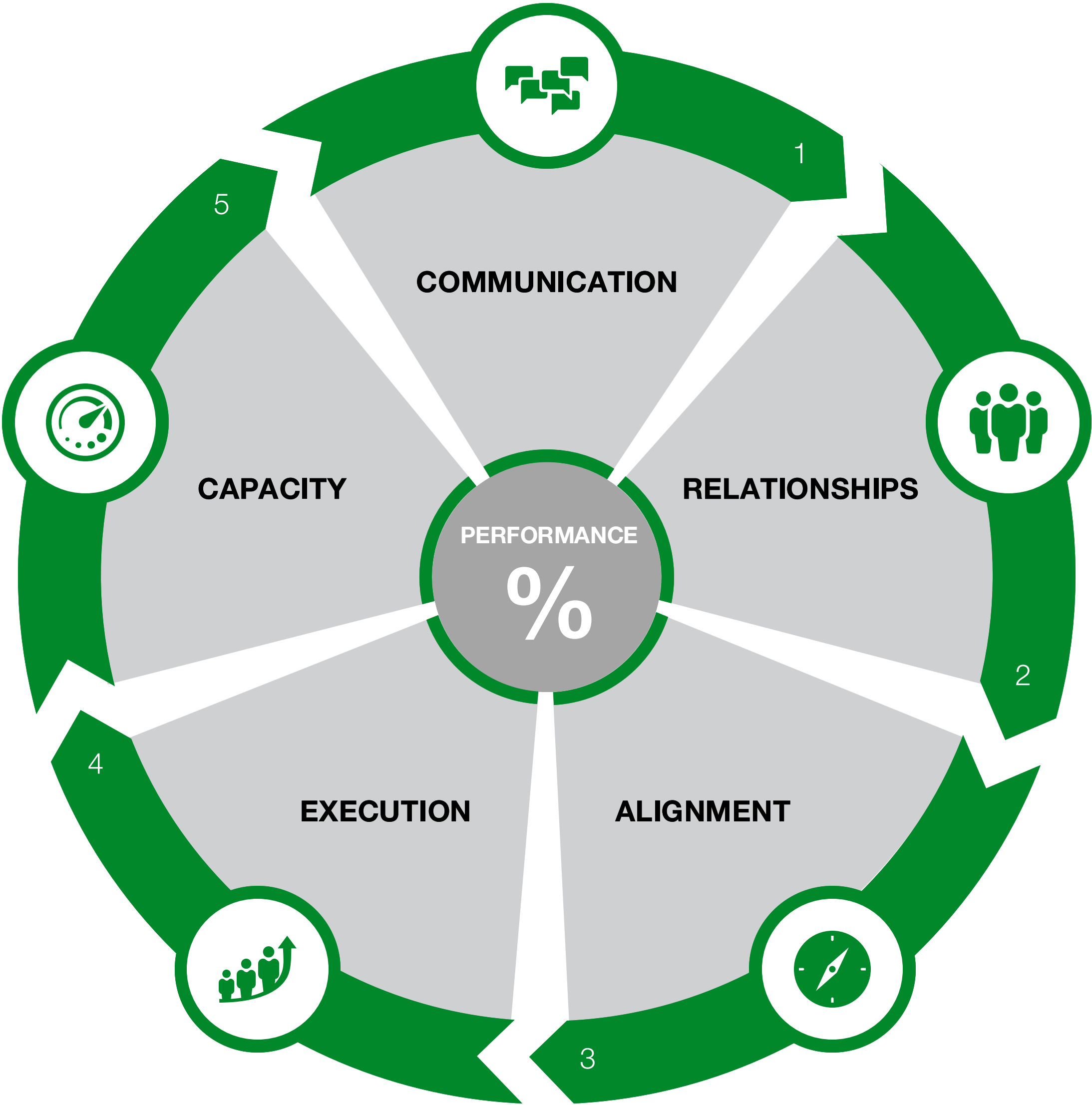


A 100X Leader is someone who is fully acclimated to do their job and help others do their jobs well simultaneously.

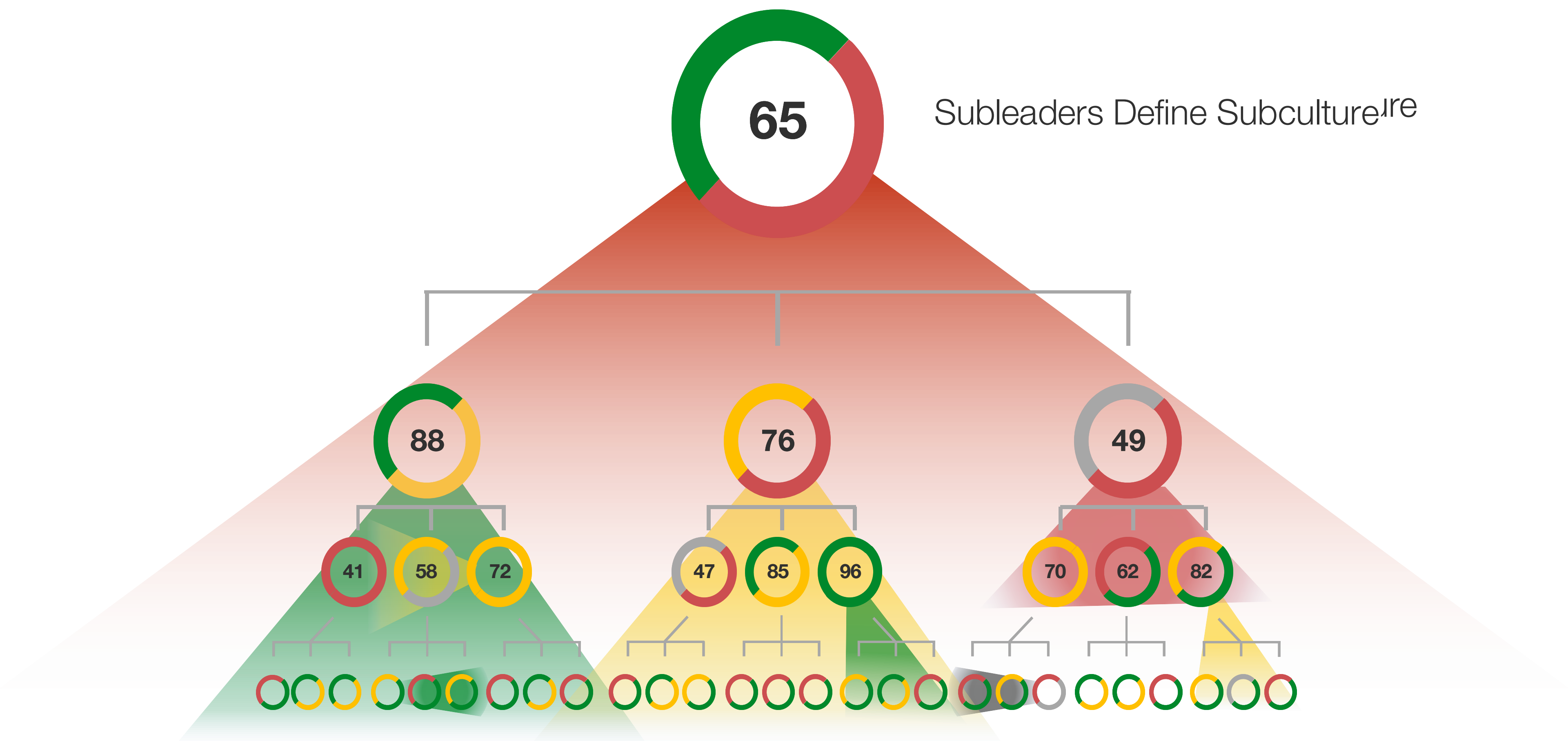
THE 100X LEADER ASSESSMENT



MAXIMIZING TEAM PERFORMANCE



LEADERS DEFINE CULTURE



How healthy is each culture? How well is each team performing?

Culture

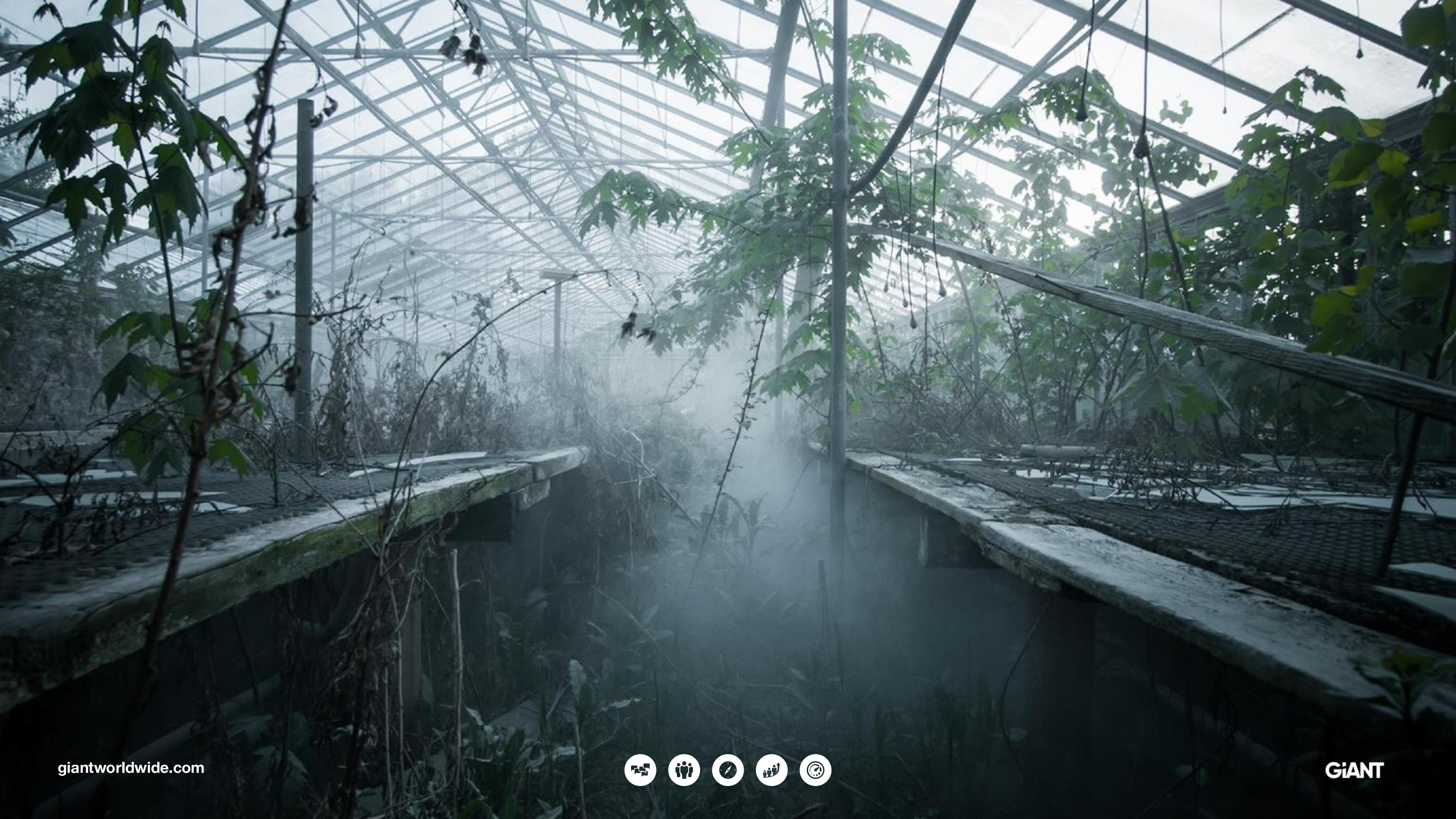
The set of values, goals, and practices that characterizes a group of people.

Culture is the Atmosphere

Healthy Things Grow

SUPPORT CHALLENGE MATRIX





5 CIRCLES OF INFLUENCE

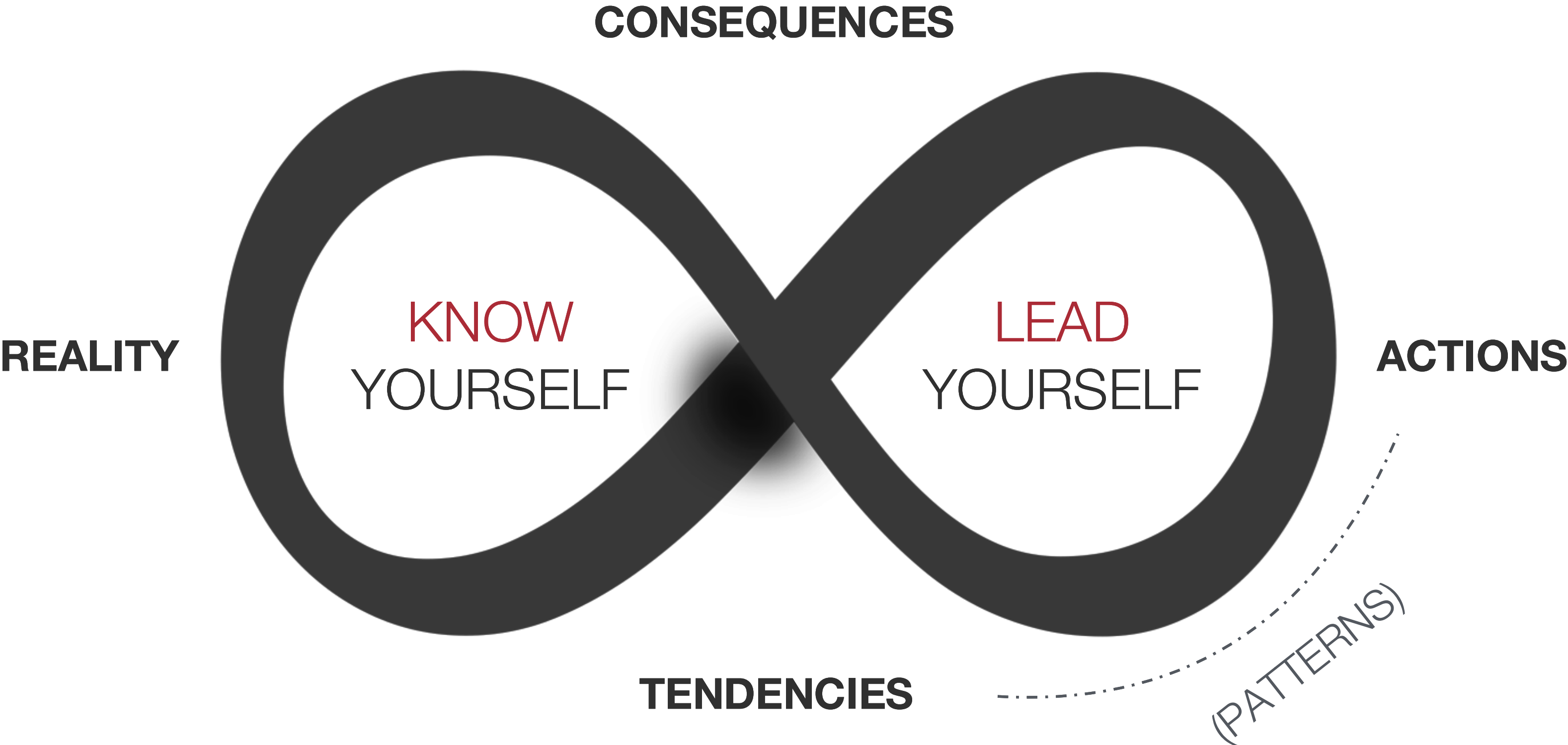


What does your culture look like in yourself, in your family/friends, in your team, in your organization, and in your community?

SUPPORT CHALLENGE MATRIX



KNOW YOURSELF TO LEAD YOURSELF



Team Culture

Team Members are Plants & Leaders are Gardeners

Who is responsible for growth?



Each plant needs these things differently



Water



Sunlight

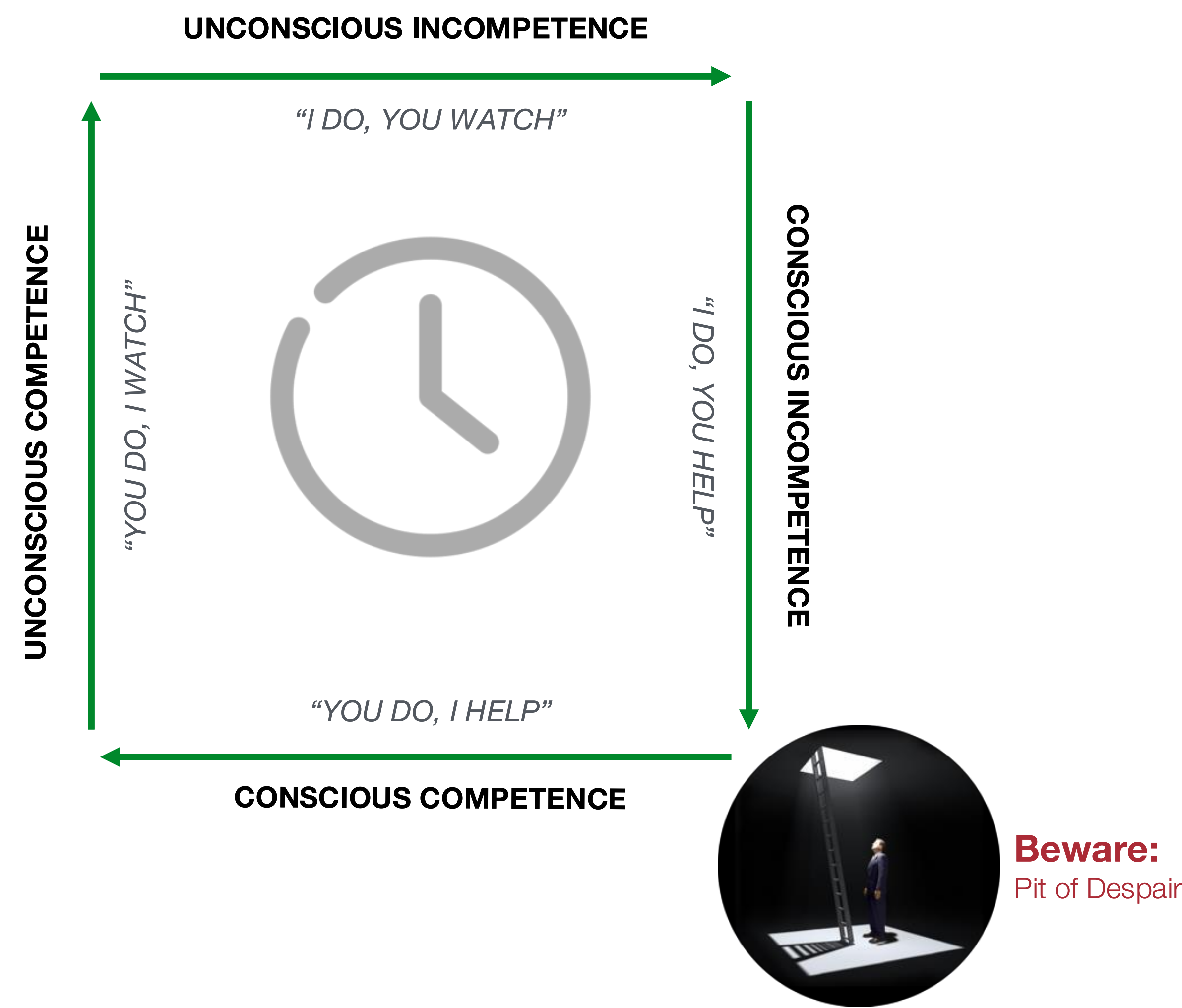


Nutrition

Culture is the Atmosphere

100X
↙ ↘
% X

DEVELOPING OTHERS



PIT OF DESPAIR



How to help people get out of the pit of despair:

- **Time:** Informal & Formal
- **Vision:** Short Term & Long Term
- **Encouragement:** Specific, Not Generic

Navigating the Danger Zone

To navigate the Danger Zone, apprentices need:

- **Time** with their leaders so they know you haven't given up on them (coffees, lunch, etc.).
- **Vision** to remind them why they came on this apprenticeship journey; don't lose sight of the goal!
- **Encouragement** to show you are not expecting them to be perfect or do it on their own; trust the process!

PIT OF DESPAIR



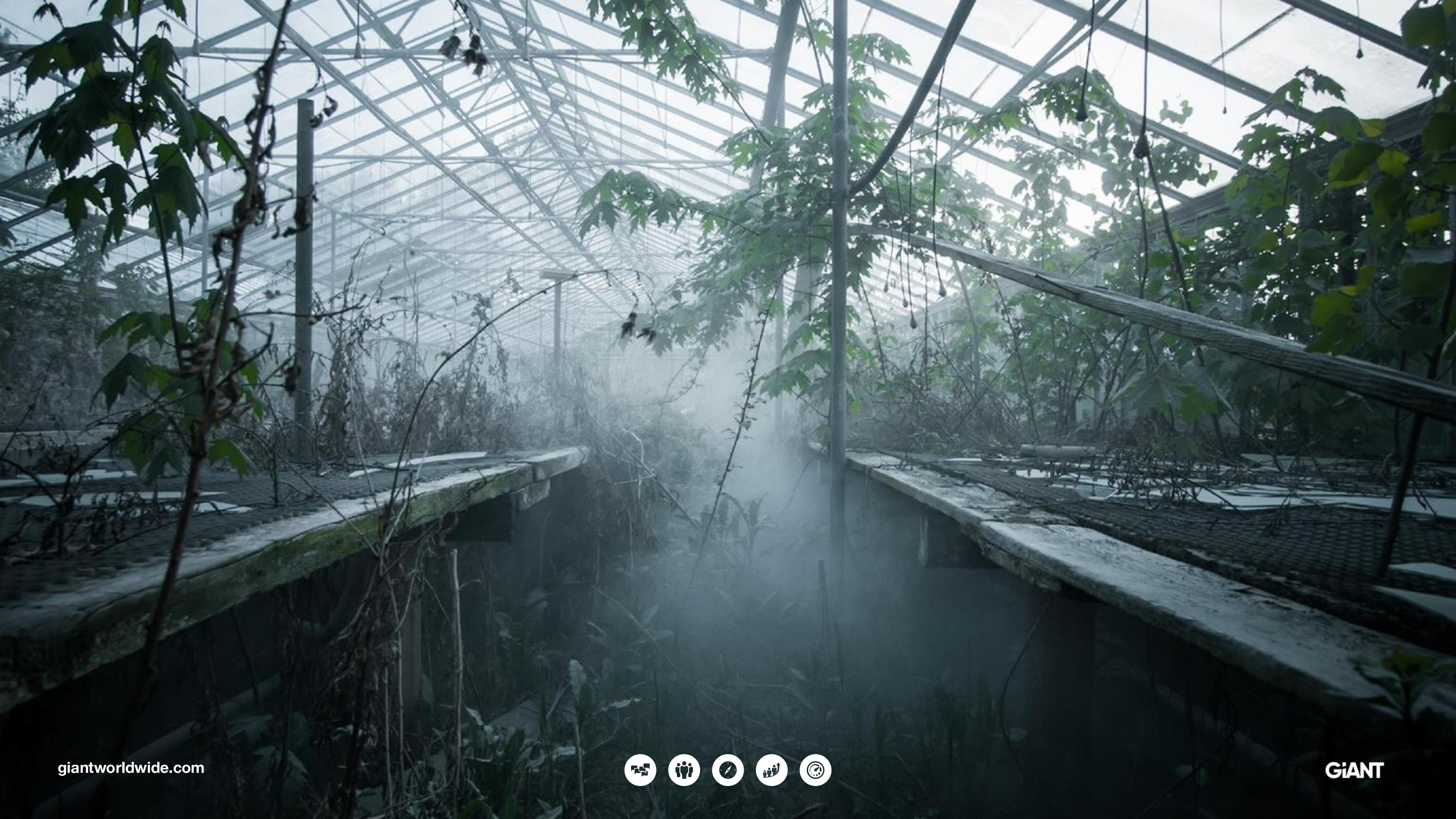
How to help people get out of the pit of despair:

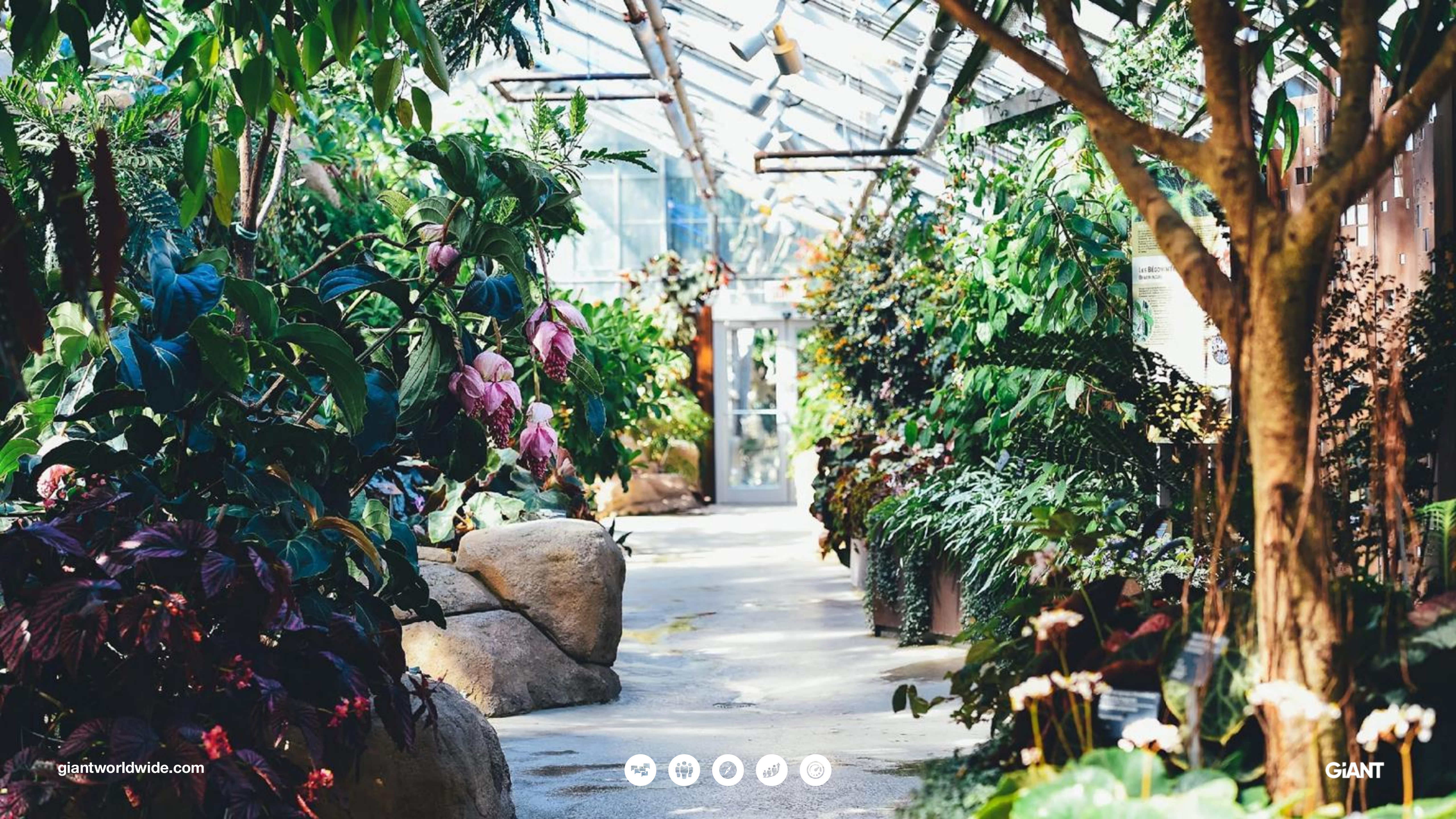
- **Time:** Informal & Formal
- **Vision:** Short Term & Long Term
- **Encouragement:** Specific, Not Generic

Leaders Define Culture



Subleaders Define Subculture







Discover Solomon

THANK YOU!

